

**PRIORITY**

**Addressing Australia's productivity challenges through building a skilled, adaptable and inclusive workforce**

*HOW WILL AUSMASA MEET THESE PRIORITIES, WHILE ADVANCING NEEDS OF ITS INDUSTRIES?*

- We will deliver the 2026 Workforce Plan, providing evidence-based insights into workforce supply, skills gaps, attraction and retention challenges across the mining and automotive sectors. This work will draw on labour market analysis, Jobs and Skills Australia insights, environmental scanning and structured industry consultation.
- We will convene quarterly Strategic Workforce Advisory Panel and Industry Working Group meetings throughout FY25-26 to test evidence with employers, unions and industry representatives and to gather intelligence on emerging workforce needs, including automation, artificial intelligence, electric vehicles and critical minerals processing. The updated Workforce Plan will be published by August 2026.
- In parallel, we are developing and reviewing qualifications across both sectors to respond to emerging technologies. During 2026, we will deliver updated training products for Advanced Driver Assistance Systems, Electric Vehicles, Mobile Plant Technology, hydrogen fuel handling and flammable refrigerants, and progress pathway development towards higher-level skills, including exploration of AQF Level 7 Vocational Degrees. These activities directly support workforce productivity and adaptability as technology continues to evolve.

**PRIORITY**

**Working to progress priority reforms under the Closing the Gap National Agreement, including establishing formal partnerships and shared decision-making with First Nations people**

*HOW WILL AUSMASA MEET THESE PRIORITIES, WHILE ADVANCING NEEDS OF ITS INDUSTRIES?*

- We will embed First Nations consultation across all training product development activities, with engagement requirements documented in project plans and consultation logs. This ensures that training products are culturally appropriate and relevant, particularly for First Nations learners and communities in regional and remote mining locations.
- We will co-design consultation approaches with First Nations stakeholders for major training package reviews, including participation in Technical Committees for at least three training product projects.
- By December 2026, we will establish formal partnerships with at least two First Nations organisations, secure First Nations representation on at least one Strategic Workforce Advisory Panel and formalise consultation protocols that support shared decision-making. We will also develop workforce pathway mapping highlighting First Nations participation opportunities in critical minerals and automotive transformation, and document two First Nations success case studies.
- Most importantly, AUSMASA continues to lead Cross-JSC Working Group on "Closing the Gap" to better advance our First Nations focus across all ten JSCs.

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**Addressing system inclusivity in gender-segregated industries by examining education and training pathway choices and how these intersect with gender make-up of occupations**

*HOW WILL AUSMASA MEET THESE PRIORITIES, WHILE ADVANCING NEEDS OF ITS INDUSTRIES?*

- We are partnering with Future Skills Organisation on the cross-JSC Safe and Respectful Workplaces project, with mining-specific contextualisation and focus on women delivered in July and December 2026.
- We are also applying findings from our 2024 research into young women's perceptions of automotive careers to inform training product design. This includes the use of gender-inclusive language, assessment contexts and examples across all new automotive training products developed in 2026.
- We will monitor uptake of Certificate II in Autonomous Operations resources by diverse student cohorts. An implementation monitoring report with gender-disaggregated data will be completed by December 2026, with recommendations for inclusive qualification design documented by March 2027.
- We will partner with two relevant gender-based trade initiatives to deliver two targeted consultations designed to engage with female apprentices by December 2026. These will gather industry insights and assist with a better understanding of the factors influencing career choice, progression and retention.
- AUSMASA will continue to meaningfully engage with, and contribute to, the Cross-JSC Gender Equity Working Group.

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**Digital & AI Integration: Reflect AI impacts and incorporate digital learning outcomes**

*HOW WILL AUSMASA MEET THESE PRIORITIES, WHILE ADVANCING NEEDS OF ITS INDUSTRIES?*

- All training products developed or reviewed in 2026 will explicitly address digital technologies, automation and artificial intelligence relevant to each occupation. This includes learning outcomes covering digital diagnostics, automated systems, AI-enabled tools and data-informed decision making.
- We have embedded quality assurance checkpoints across development stages to ensure consistent and measurable integration of digital capability. In addition, we will convene two stakeholder forums on technology impacts and provide quarterly workforce intelligence briefings on technology-driven workforce transformation.
- AUSMASA will continue to be an integral part of Cross-JSC AI Working Group to further its goal for a safe and well-governed use of AI within our industries and across our JSC network.

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**Qualification Reform: Embed reform principles and reduce duplication**

*HOW WILL AUSMASA MEET THESE PRIORITIES, WHILE ADVANCING NEEDS OF ITS INDUSTRIES?*

- All ten qualification-development and review-projects in 2026 will apply Qualification Reform principles, ensuring streamlined and contemporary products with reduced duplication and clear performance outcomes aligned to job roles.
- This includes cross-sector collaboration with BuildSkills Australia on shared RII units, a comprehensive review of drilling qualifications covering 63 units, and improved alignment of automotive qualifications across mobile plant, marine and agricultural applications to support portability and consistency.

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**Using strategic workforce planning and strong stakeholder engagement to build a shared, evidence-based view of challenges and opportunities**

*HOW WILL AUSMASA MEET THESE PRIORITIES, WHILE ADVANCING NEEDS OF ITS INDUSTRIES?*

- We embed structured stakeholder consultation in all projects, combining quantitative data analysis, industry surveys, environmental scanning and advisory engagement.
- In addition to delivering the 2026 Workforce Plan, we will publish four quarterly workforce intelligence briefs in March, June, September and December 2026, and continue cross-JSC collaboration to support a shared and evidence-based understanding of workforce challenges and opportunities across government and industry.

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**Build understanding of opportunities for a skilled workforce in future mining and automotive industries, including advances in technology, automation and AI balanced with industry perspectives**

*HOW WILL AUSMASA MEET THESE PRIORITIES, WHILE ADVANCING NEEDS OF ITS INDUSTRIES?*

- We are delivering seven major technology-focused qualification projects throughout 2026, including Advanced Driver Assistance Systems, hydrogen fuel training products, flammable refrigerants, Mobile Plant Technology addressing automation and zero-emission vehicles, Certificate III in Automotive Electric Vehicle Technology, RII automation units developed with BuildSkills Australia, and critical minerals management.
- Training Package Assurance Body approvals are scheduled between January and December 2026. Intelligence gathered through Strategic Workforce Advisory Panels, Industry Working Groups and stakeholder forums will inform both our workforce planning advice to government and future training priorities.

*PRIORITY*

**Support Critical Minerals and Future Made in Australia strategies**

*HOW WILL AUSMASA MEET THESE PRIORITIES, WHILE ADVANCING NEEDS OF ITS INDUSTRIES?*

- We are developing specialised critical minerals training products for mine site supervisors and managers through the Critical Controls strategy, addressing safety, environmental and operational competencies specific to critical minerals extraction.
- First draft training products will be released for public consultation in April 2026, with Training Package Assurance Body approval targeted for October 2026, directly supporting national critical minerals capability and supply chain resilience.

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**Support Hydrogen, Electric Vehicles, and Battery strategies**

*HOW WILL AUSMASA MEET THESE PRIORITIES, WHILE ADVANCING NEEDS OF ITS INDUSTRIES?*

- We are delivering a coordinated suite of clean energy training products, including hydrogen fuel training products approved in January 2026, expansion of Electric Vehicle Technology qualifications across automotive, mobile plant, marine and agricultural sectors, and flammable refrigerants training approved in September 2026. These products ensure technicians have the skills to safely service and maintain emerging clean technologies.

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**Support the Australian Government's Net Zero goals**

*HOW WILL AUSMASA MEET THESE PRIORITIES, WHILE ADVANCING NEEDS OF ITS INDUSTRIES?*

- Four major qualification projects in 2026 directly support Net Zero outcomes, including Mobile Plant Technology addressing zero-emission vehicles, hydrogen fuel handling, electric vehicle systems and environmentally sustainable refrigerants.
- We will embed sustainability competencies across a minimum of five qualifications and finalise a sustainability integration framework by September 2026 to ensure consistent application across training products.

*PRIORITY*

**VET Sector Innovation: Implement initiatives for AQF Level 7 qualification**

*HOW WILL AUSMASA MEET THESE PRIORITIES, WHILE ADVANCING NEEDS OF ITS INDUSTRIES?*

- We are leading development of Australia's first mining-sector AQF Level 7 Vocational Degree, following completion of Phase 2 of the feasibility study in January 2026.
- Development will commence in March 2026 as part of Phase 3, with co-design involving employers, unions, regulators and training providers, and Training Package Assurance Body approval targeted for May 2027.